

Sunset Public Hearing Questions for
Tennessee Economic Council on Women
Created by Section 4-50-101, *Tennessee Code Annotated*
(Sunset Termination June 2013)
Presented By:
Yvonne Wood, Chair
Dr. Phyllis Qualls-Brooks, Executive Director

1. Provide a brief introduction to the Economic Council on Women, including information about its purpose, statutory duties, staff and administrative attachment.

- A) The Tennessee Economic Council on Women assesses Tennessee women's economic status through a variety of areas. It develops and advocates solutions to address women's needs in order to help women achieve economic autonomy. In setting its priorities, the Council selects issues that are timely and likely to result in positive changes for women.
- B) The Economic Council on Women is a State agency created under TCA § 4-50-100, et seq. by the One Hundredth General Assembly in 1998 to address the economic needs of Tennessee women. Following the legislation in 1998, 21 members of the Board were appointed by the Governor, the Speakers of the House and Senate, the Tennessee Black Legislative Caucus and the Tennessee Women's Legislative Caucus. Members of the Council represent each of the nine Development Districts of the State, the State's university system, the Governor's Cabinet, women's organizations, the Black Caucus and the Women's Caucus, along with other members from the Senate and the House. The Council first met in June 1999.
- C) The Council staff consists of Executive Director, Senior Research Manager and Administrative Assistant.
- D) The Economic Council on Women is attached administratively to the Office of the Secretary of State.

2. Provide a list of current council members and describe how membership complies with 4-50-101, *Tennessee Code Annotated*. Are there any vacancies on the council? If so, what steps have been taken to fill the vacancies?

- A) **Council Members** listed alphabetically
Senator Mae Beavers, Tennessee Senate Representative
Carol Berz, Southeast Tennessee Development District Representative
Rep. Karen Camper, Women's Legislative Caucus Representative
Ann Ayers-Colvin, East Tennessee Development District Representative
Dr. Carol Danehower, Tennessee Boards of Regents Representative
Shawn Francisco, Northwest Tennessee Development District
Veronia Marable-Johnson, At-Large Women's Group
Rep. Sherry Jones, Tennessee House of Representatives
Dr. Linda Manning, Association of Independent Colleges and Universities Representative

Ruby Miller, At Large Women's Group Representative
Elliott Moore, First Tennessee District Development Representative
Jane Powers, Upper Cumberland Development District Representative
Dr. Janet Smith, South Central District Representative
Rep. Janis Sontany, Tennessee House of Representatives
Kristi Stanley, West Tennessee Development District Representative
Rep. Johnnie Turner, Tennessee Black Legislative Caucus Representative
Kathleen Walker, Southwest Tennessee Development District Representative
Commissioner Susan Whitaker, Governor's Cabinet Representative
Dr. Dena Wise, Board of Trustees of University of Tennessee Representative
Yvonne Wood, Greater Nashville Development District Representative
Senator Ken Yager, Tennessee Senate Representative

B) At this time there are no vacancies on the Council, all positions are currently filled.

3. Does membership include a member who is sixty years of age or older? A member who is a racial minority? A mixture of male and female members?

- A) The Council consists of several members who are more than sixty years old.
- B) The Council consists of several members who are racial minority.
- C) The Council consists of one male member

4. What per diem or travel reimbursement do members receive? How much was paid to council members during fiscal years 2011 and 2012?

- A) Per diem and travel reimbursements for the council members follow the state of TN guidelines.
- B) \$4604.15 paid for council travel 2011-2012 for four quarterly board meetings.
- C) \$5774.03 paid for council travel 2012 for January, April, August board meetings

5. What were the council's revenues (by source) and expenditures (by object) for fiscal years 2011 and 2012?

All funds are appropriated from the State of Tennessee General Fund

2011-2012 Revenues:

Source: State funds \$203,400

Expenditures July 31, 2012:

\$172, 204.56

2012-2013 Revenues:

Source: State Funds \$207,400

Expenditures to date August 22, 2012

\$13,787.07

6. Section 4-50-102(a), Tennessee Code Annotated, specifies that the council hold regular meetings at least quarterly. How many times did the council meet in fiscal years 2011

and 2012, and how many members were present at each meeting? The same code section also provides for special called meetings. How many special meetings were held over the same time and what provisions were exercised in calling those meetings?

A) To date there have been seven (7) meetings from January 2011- August 2012

B) 2011

Jan. 2011-----nine members

May 2011-----twelve members

August 2011-----eleven members

October 2011-----nine members

2012

Jan. 2012-----fourteen members

April 2012-----twelve members

August 2012-----thirteen members

There were guest(s) attending every meeting.

C) There were a minimum of two conference calls made a month for the executive board.

- 7. Section 4-50-102(a), *Tennessee Code Annotated*, states that the council is subject to Sunshine law requirements (Section 8-44-101 et seq., *Tennessee Code Annotated*) for public notice of meetings, prompt and full recording of minutes and public access to minutes. What procedures does the council have for informing the public of its meetings, who keeps the official minutes of council meetings and what steps are taken to make the minutes available to the public?**

A) The members are notified by email about the date, place and time of the meetings. Minutes are taken and maintained in the Tennessee Economic Council Office, distributed to the members and available to the public upon request. All meetings are open to the public and media.

The meetings announcement will also be placed on the TECW website and sent to the media.

- 8. What were the major accomplishments of the council during fiscal years 2011 and 2012? Specifically what recommendations, findings, consultations, advocacies and or assistance were issued during that period pursuant to each of the specified duties set forth in Section 4-50-102(d) through (h), *Tennessee Code Annotated*, during that period?**

The 2011 Research and Projects:

The work produced from the Council in 2011 is a report that is a combination of the recent years' research in the areas of People, Families and Income, Education, Employment, Health and Crime & Violence. The report is the standard by which

programs and activities of the Economic Council on Women are measured: Equity, Literacy, Independence, Opportunity and Stability (ELIOS).

The Tennessee Economic Council on Women acknowledges the increase in the number of women in the workforce, as primary breadwinners, as heads of households and as the majority of students in secondary education changes the way society must consider gender roles, work, money and all the economic issues that affect and/or effect growth. Within the Council it has been recognized that economic issues that affect women in the family do make a significant difference to every member of the family. The ELIOS Report, was based on the White House Council on Women and Girls (WHCWG) report called *Women in America-Indicators of Social and Economic Well-Being in 2010*.

It was noted in the ELIOS Report that a great deal of planned follow-up would be presented after the full release of the 2012 United States Census. At the time of the ELIOS Report's completion, much of the detailed information was not yet available. ELIOS however, highlighted areas of need as well as successes that could and should be used for comparison and policy purposes.

For clarity in presentation, ELIOS, like the White House Report was separated into sections with each dedicated to a specific economic issue or indicator. It is imperative to realize, however, that overall economic impact of these issues can only be realized when they are combined. In theory and research papers, each factor stands alone; in life, they overlap into a tapestry of opportunity and challenge.

All individuals were invited to join the dialogue about the various issues, their importance and creative solutions to making sure the 51% of Tennessee population made up of women and girls has every chance to succeed economically. The purpose of the ELOIS report is to continue the discussion and to provide timely and useful information to the general public, policy makers, analysts and advocates who seek to include everyone in the process of improving Tennessee's economic standing.

The ELIOS Report is multi-pronged. By introducing the most recent data available on economic issues facing women in Tennessee, it is hoped that conversations will center around the effect these issues have on families. It is also hoped that policies, including employment, healthcare and justice policies will recognize that society has changed with the economy.

The 2011 Economic Summit on Women was a day-long event that is Tennessee's premiere interactive networking and educational experience featuring dynamic speakers, stories and exceptional opportunities. Keynote speakers and presenters included Tennessee's First Lady Crissy Haslam, Representative Beth Harwell, Speaker of the House for the State of Tennessee, Jean Chatzky, journalist, author and financial editor and Kathy Hannan, national managing partner of diversity and corporate responsibility for KPMG, Chicago.

Other topics include women on corporate boards, the power of partnerships, managing life with debt, childcare as an investment for the future and health care and women Tennessee indicators of social and economic well being.

Presentations, news releases, and speaking engagements were made at various events and programs throughout the year on the ELIOS report and other issues affecting women.

The East Tennessee Women's Leadership Regional Summit was held in summer 2011.

2012 Research & Projects:

Regional Summits are a significant part of the overall projects of the Council. The East Tennessee Women's Leadership Summit- Live. Learn. Lead, was the event held in Knoxville in June, 2012.

Headlining the day was Martha Mertz, the globally recognized author of *Becoming ATHENA: Eight Principles of Enlightened Leadership*. Mertz founded the leadership organization ATHENA International, which presents national leadership awards to women such as Ruth Bader Ginsburg, Sally Ride, and Congresswoman Gabby Giffords.

Also featured on the June 15th event are Kathleen McQuiggan, senior adviser from PaxWorld investments; a panel of local women leaders from the non-profit, public and private sectors who'll discuss growing your value, some fun negotiation tips from the Foothills Community Players, and the presentation of the first ever Lizzie Crozier French Women's Leadership Award.

The Southeast Development District Regional Conference was themed *CHANGING the Present..... IMPACTING the Future in September, 2012*.
Special Keynote Speakers
Dr. Arun Gandhi and Mayor Kim McMillan, City of Clarksville, TN.

The Summit offers a forum for women to:

- * learn, discuss and network with leaders in the professional community
- * discover new ways to achieve their personal and professional goals
- * connect with other women and resources in their communities
- * help other women and their communities prosper

The highly regarded Tennessee Economic Council's TENNESSEE WOMEN'S HALL OF FAME, was held in the Spring, 2011. Pat Head Summit former head women's basketball coach at the University of Tennessee in Knoxville was the recipient of this highly touted award. Ms. Summit said this was one of the best honors she had received. There are two other women who have been inducted into the Tennessee Women's Hall of Fame and they are Mrs. Jane Eskin and Judge Martha Daughtrey.

The Tennessee Economic Council on Women will have a Program of Work that is two-fold for the 2012-2013 year. It will focus on Violence against Women as its primary research study and Women & Work as its secondary advocacy campaign.

At the 2012 Annual Retreat and Quarterly Meeting, it was determined these two projects are both significant to the welfare and growth of the lives of women in Tennessee. There are opportunities to demonstrate need, position and ways for improvement and growth.

Both subjects are economically and socially significant to Tennesseans and present solutions to open new pathways for growth with each individual that, in turn, positively impacts the economy of the state.

Domestic Violence is both a social and economic issue. Public and private entities inclusive of health care providers, employers, social services, law enforcement, religious & faith-based organizations and families are all impacted by domestic violence. It is an issue that dramatically impacts the quality of life in this state. Tennessee ranks in the Top 5 in the nation in crimes where women are murdered by men. An update of the Study done in 2006 will bring new solutions because of technological advances. The focus of the updated study will be the *Impact of Domestic Violence on the Tennessee Economy*.

Similarly, the Women & Work Project would have both an economic and social significance. When women work, the economy is stimulated because their spectrum of employment is both broad and deep. Careers range from hair & make-up stylists and child care to executive roles in major corporations. All are worthy and worthwhile careers that keep women in the workforce. In Tennessee women are 51% of the population, and represent a fantastic economic resource that is currently and chronically underutilized. Keeping this group working and putting the growing population of *women who want to work* to work will bring significant financial benefits to the state and further strengthen job sectors throughout the state.

The goal, as determined by the Council is to conduct the study on domestic violence and present the findings and recommendations at the 10th Annual Economic Summit for Women in Oct. 2013, the 15th Anniversary of the Council. The study, including an Executive Summary and recommendations will be presented to the Governor, the Tennessee General Assembly, and other policy makers on the same date. Additionally, the preliminary results of the Women & Work Project will be presented as milestones are met, with continuing recommendations and updates presented periodically.

Domestic Violence:

In the Tennessee Economic Council on Women's 2006 Report, "*The Impact of Domestic Violence on The Tennessee Economy*," it was reported that Tennessee went from 7th to 5th in the number of women who are murdered each year, and the Center for Disease Control has increased its estimation of the occurrence of domestic violence from 1 in 4 families to 1 in 3.

It was also revealed that the number of Domestic Violence related incidents in the workplace is escalating and creating additional liability for employers. Companies in Tennessee lost at least \$10 million per year in paid work time due to domestic related injuries. This does not include time off for court testimony, obtaining an order of protection or receiving attention from medical and /or legal professionals – it also does not quantify the number of victims who have forgone legal action because their work schedules made it difficult or impossible, or because they could not afford to take the necessary steps to escape a violent situation.

This 2012-2013 Study seeks to:

1. Review the 2006 Study
2. Broaden the scope of the 2006 Study to include a Coalition of statewide resources such as:
 - a. Tennessee Coalition to End Domestic & Sexual Violence
 - b. YWCA's throughout the state (Bristol, Knoxville, Nashville, Memphis)
 - c. Domestic Violence Shelters-condition of women and children, regularity of seeking support, economic status, running away or just hiding.
 - d. The Memphis Area Women's Council
 - e. Nashville Public Television (Series on Women & Domestic Violence)
 - f. David Lipscomb's Andrew's Institute for module development for Leadership groups statewide
3. Reconnect with Health Care Organizations & Associations from 2006 Study
4. Involve officials from the Legal & Judicial System
5. Determine if any changes have been made in the system from the recommendations of the 2006 Study and identify changes that have been implemented not included in the study.
6. Based on financial support and time availability, hold hearings in the Nine Development Districts of the State through partnership with local organizations within the districts and include the Council & Foundation members living within the districts. A hearing plan and program agendas will be developed. Additionally speakers and presenters will be identified and confirmed to make presentations at the hearings to ensure information gathered is beneficial to the research.
7. Collect stories from victims and assailants to determine the economic impact of domestic violence and develop recommendations for the family, employers as well as the health care and judicial systems. Develop both qualitative and quantitative data to bring the study to life and make determinations for a stronger personal economy with these victims.
8. Work with the TBI and other sources to produce relevant statistics for Tennessee and the CDC for national figures.
9. Collect data from member organizations such as the Domestic Violence State Coordinating Council (Chair, Sherry Jones)

10. Utilize Tenn. Dept. of Finance & Administration (Office of Criminal Justice Programs; STOP Violence Against Women Program)
11. Identify (with Coalition) shelters statewide and collect economic data
12. Survey existing Domestic Violence programs
13. Aggressively access rural victims through programs and partnerships to determine cost (to support victims and prosecute assailants).
14. Identify cities that have leaders who have developed a program or task force on domestic violence issues, i.e. Nashville, Mayor Karl Dean| Knoxville, Mayor is conducting community audit on this issue| Memphis/Shelby County has a strong program that can provide resources. The economic impact developed by these municipalities would be helpful
15. Partner with statewide organizations for awareness and support, including but not limited to:
 - Mayor's Conference in Tennessee
 - Sheriff's Association
 - Teacher's Association
 - Tennessee Press Association
 - Urban Leagues throughout Tennessee
 - Catholic Charities & other faith-based organizations
16. Connect with Girl Scout organizations statewide to identify programs for that age group and determine economic impact.
17. Collaborate with the Extension Services at UT and TSU to focus on the "Girl Talk" program that focuses on date rape and violence.
18. Work with the Governor's Office for inclusion, support and guidance
19. Attain information to move women from economic despair to economic autonomy.

The Women and Work Project:

Recent figures indicate that women are participating in record numbers as business managers and owners—though they are still outnumbered 3-to-1 in management and 4-to-1 in ownership by men. Indeed, nearly 70 percent of women across the state have joined the workforce as of 2010, and have chipped away at the gap in wages between genders, but still earn roughly 77 percent of their male counterparts' income.

Even more important than the disparity between men and women is the fact that more women and more children of single mothers lived in poverty in Tennessee, in 2010, than did at the end of the last century. Particularly bleak, the estimated number of single mothers living in poverty is nearly 40 percent higher than it was in 2000.

Clearly, the story of women in the workplace continues to improve, but the results remain lackluster and far too many families are underserved by the status quo; demanding greater focus and stronger outcomes. It is the Tennessee Economic Council on Women's role to equip this huge population of our state with better tools to improve themselves and their community. In 2013, the Council will redouble its efforts with the Women & Work campaign.

Women & Work is a broad subject that ranges from working at home to running a major corporation. For the purposes of this study, Women & Work focuses on providing resources and opportunities for the women of Tennessee to work, if they so chose, ranging from starting one's own business to working in the many career paths offered in this state. Serving on state and corporate boards and commissions also provides an opportunity for women to influence economic decisions that have an impact on women and families.

Women in Tennessee make up 51% of the population, many are heads of single-family households, and seek employment. This project will focus on making sure resources are readily available for women to work. Some major companies, headed by women, have begun because those women lost their jobs and started their businesses from hobbies or life-long dreams.

Challenges (or barriers) to employment, whether self-employment or with a company, include child care, health care, transportation and financing. Barriers also include finding appropriate market niches for creation of small businesses, product and service development and marketing. Resources in these areas should be identified and advocated to women, particularly in rural parts of Tennessee to give them support. This project will also address those challenges and provide alternative solutions to overcome them.

The Women & Work Project seeks to:

1. Collaborate with the Tenn. Dept. of Labor & Workforce Development and other agencies and organizations to identify resources and workforce needs at the local level and assist women in meeting them
2. Coordinate activities with the Tenn. Dept. of Economic & Community Development on areas of research, business activities and function and future development of the labor force.
3. Identify educational opportunities for women to improve their skills, both academic as well as technical & vocational
4. Identify funding sources for start-up opportunities
5. Identify programs and processes to better connect women to employment opportunities with various entities, i.e. federal, state and local governments, military, etc.
6. Identify and promote workshops for Small Business Administration loans
7. Identify and promote tax and financial educational workshops and sessions for businesses
8. Develop a mentoring program by identifying women who have achieved economic goals and connect them with women who have similar aspirations
9. Develop workshops for young people regarding financial literacy and career opportunities
10. Work with the Tenn. Dept. of Education on career path development

11. Work with the Girl Scouts of Tennessee to develop and guide growth in leadership, entrepreneurship and career aspirations
12. Work with Junior Achievement to develop a information source for the youth on financial literacy and career goals
13. Work with UT & TSU Extension Services to focus on 4-H, HERO, Campfire Girls, GRITS and other organizations that will be identified as the study progresses
14. Work with numerous organizations to dispel myths about women and work
15. Identify qualification gap between available jobs and skills needed
16. Identify sources and resources for cross cultural leadership
17. Provide a source for women to use to get information
18. Develop a web portal on TECW site for Women & Work

Summary:

Both the Domestic Violence Study and the Women & Work Project are major pieces of study that can have a significant economic impact on the quality of life for women and families in Tennessee. The research, statistics and the stories, all feed into an opportunity for a better Tennessee for women, children and families as a whole.

Keynote speakers for the 2012 summit include, Laurel Bellows, president of the ABA, Lilly Ledbetter, responsible for the Lilly Ledbetter Fair Pay Act that was signed into law in 2009, and Deb Sofield, renowned Executive Speech and Presentation Coach. The women on this year's program offer complementary approaches to 'chart the course' to economic autonomy.

The 2012 Ninth Annual Economic Summit on Women, "Charting the Course to Economic Equality" is a daylong event that will be held October 22 at the Nashville Airport Marriott Hotel. The many summits, sponsored by the Women's Economic Council Foundation, have earned a reputation for presenting timely and important issues by the very best speakers, as it relates to women in Tennessee. Scholarships are presented by the Foundation to high school seniors and women returning to college to complete their education.

The Summit is a Premiere Interactive Networking and Educational Experience:

Despite progress in a number of economic indicators in the last decade, women in Tennessee continue to experience substantial inequities and inadequacies concerning economic autonomy in this state. Recent data analyzed by the Economic Council on Women shows that women are unemployed at higher rates than they were ten years ago, and are dramatically more likely to live in poverty – particularly if they are single mothers.

Additionally, while women have made modest gains in a number of categories, including: degree attainment, high school completion, median income, business ownership, managerial presence and workforce participation, a wage gap persists, resulting in

women earning between three-quarters and four-fifths the amount that their male contemporaries earn.

By any measure, the data collected indicates that training and education are still required to empower women as economic agents in our state and to develop a marketplace that can better absorb and utilize this tremendous source of effort and innovation.

According to census data from 2010, 26.6 percent of all families with children under 18 are headed by single mothers.

Overall Program Objectives:

1. To provide information and resources to improve Tennessee's economic performance by promoting women's economic autonomy;
2. To provide women with a unique learning experience including presentations by nationally renowned experts, interactive discussions about current economic issues, access to legislators and other policy-makers, and hands-on learning activities;
3. To provide women a platform and encouragement to continue toward economic self-sufficiency.

The primary focus of the Economic Summit for Women is to educate and inform anyone interested in improving the economic autonomy of women and girls in Tennessee. Because of Tennessee's low rankings in almost every economic indicator for women, education on issues that impact their economic status and ways to improve it are critical to improving Tennessee's national rankings but, most important, Tennessee's overall economic health and quality of life

The Summit is designed to offer the most recent information on specific issues. This year, for example, new research will be released on the current indicators of social and economic well-being for women in each county of the state. Additionally all of the sessions will include question and answer periods so that attendees can ask specific questions about topics that interest them.

The 2012 Summit includes the following general topics:

- Fair pay, salary equity and gender in the workplace
- Negotiation strategies for women
- Financial planning & entrepreneurship
- Time management & life balance
- Debt management
- Leadership development (specifically women on corporate boards)
- Legislation and policies affecting women
- Diversity & inclusion
- The economic impact of domestic violence
- Public speaking and communication skills
- Current statistics on women's economic issues in Tennessee

These topics are based, in part, on the current economic indicators which lead to Tennessee's low ranking for women's economic status. Each session will offer information that can lead to positive changes for women whether they are full-time employees, students, part-time employees, business owners or any combination of these.

Target Audience:

The summit targets Tennesseans with an interest in improving the state's economic strength through empowering women in the areas of business development, workforce enrichment, education, leadership capacity, financial literacy and career planning. The summit will also offer powerful insight to participants of any gender about the benefits that come from utilizing all of the state's resources in the workforce and in the board room. The summit will provide valuable education for any state employee, but will be especially enriching for women as they learn about these issues and how they affect their own economic status. Last year's attendance was approximately 500.

Each year, the Economic Summit program is approved by the State of Tennessee's Department of Human Resources to offer Continuing Education Units to state employees who attend the Summit. Private companies, such as Deloitte, also use the Economic Summit as a professional development training day for their women employees. Certificates of training are awarded to attendees

County-By-County Report:

In 2005, the Tennessee Economic Council on Women (TECW) published a County-by-County assessment of targeted economic indicators across the state. The study discussed topics ranging from median income and the wage gap, to educational attainment, healthcare access and standards of living. Separated into 95 county-specific documents and a statewide summary of the statistics and rankings for each, the report represents the most densely quantitative product that the TECW has released to date, and has been an important source of local information for many years.

This year, TECW acted at the request of its Council to update the report using new data available via the 2010 census. In recent months, TECW has gathered thousands of pieces of information from sources like the American Community Survey, the Small Area Health Insurance Estimates Report and the Tennessee Department of Education to compile the second volume in this comprehensive series.

This year's methodology echoes the previous work to ensure that a historical perspective is offered; providing insight into the market forces at play during the most dramatic economic shift in recent history, and displaying how women in this state entered and emerged from this phenomenon.

Each report focuses on thirteen major indicators:

1. The median income of women in each county.
2. The level of female earnings described as percentage of male earnings (wage gap).
3. The percentage of women participating in the labor force.
4. The percentage of participating females who are unemployed.
5. The percentage of management occupations in each county that are held by women.
6. The percent of businesses in each county that are owned by women.
7. The percent of women age 25 and older in each county with a 4-year degree or higher.
8. The percentage of women age 25 and older with high school diplomas or the equivalent in each county.
9. The rate at which females drop out of high school in each county.
10. The percentage of women with no form of health insurance in each county.
11. The percentage of women who live below the federal poverty level in each county.
12. The percentage of single women with children under 18 years old who live below the federal poverty level in each county.

This project not only reports these indicators, it also discusses them within the context of many other statistics, such as inflation rates, male unemployment rates and the percentage of single parents in each county to provide bearing for the reader when analyzing the report's results. Lastly, the County-by-County Report ranks each indicator and compiles the resulting scores to give readers an at-a-glance impression of the economic status of women in each county.

Great pains are taken to ensure that these rankings are discussed fairly, and within the broader context of economic downturn from which Tennessee and the nation continue to emerge. Though the report will not be released publicly until October 22, 2012, we are pleased to report that the decade's hardships have not held women down. Median incomes have improved statewide, as have the numbers of diplomas and degrees, and rate at which women participate in the workforce.

Moreover, fewer girls are dropping out of high school, and the difference in wages between men and women has decreased. Of course, women have not escaped the recession unscathed. Unemployment rates have increased in nearly every county and women have seen dramatic shifts in living standards – many are finding it harder to gain access to affordable healthcare, and even more have slipped into poverty, particularly single mothers.

In producing this second work, it is very clear that women have made important gains in Tennessee, but it is also evident that the Tennessee Economic Council on Women's role as a researcher and Domestic Violence advocate on their behalf continues to be in vital need—a task that we remain eager to perform.

9. **Section 4-50-102(b), *Tennessee Code Annotated*, authorizes the council to promulgate rules. Has the council promulgated rules? If so, cite the reference.**

The Council has not promulgated any rules.

10. Has the council hired an executive director as authorized at Section 4-50-102(c), *Tennessee Code Annotated*?

There have been four (4) executive directors since the Council was established in 1998.

Barbara Devaney..... 1999-2003

Michelle Chambers..... 2003-2005

Jennifer Rawls2005-2011

Dr. Phyllis Qualls-Brooks....2012- Present

11. Section 4-50-103, *Tennessee Code Annotated*, required the publication of a biennial report beginning in 2000 and provides for the inclusion of certain specific information. Have those reports been issued as directed? If so, where are copies available? What other reports does the council prepare on its recommendations, operations, activities and accomplishments and who receives the reports?

A) The Biennial reports have been produced every two years, beginning in 2000.

B) The report for 2012 is currently being researched scheduled for completion and distribution at the 2012 Economic Summit on Women, Oct. 22, 2012. All copies of any report are available on the TECW website or a hard copy is available from the office of the TECW. Currently the staff of TECW is researching and updating the highly-respected "County-by-County Report" for the state of Tennessee.

Reports are presented at mini summits conferences and the annual TECW summit as well as presentations at speaking engagements and other events by staff and council members throughout the state. Additionally students, other researchers, staff of various organizations, -- local, regional, and national -- seek and use the research produced by the Council.

12. Does the council have any policies in place to address potential conflicts of interest by council members, council employees, or other state employees who work with the council in any capacity? If yes, please describe.

The TECW follows the state laws, guidelines and policies regarding conflict of interest for all Council and staff activities. Furthermore, the Council has in place By-Laws developed to include such issues.

13. Provide a brief introduction to the Women's Economic Council Foundation, Inc., including information about its purpose, statutory duties, staff and administrative attachment. What is the relationship between the foundation and the council?

The Women's Economic Council Foundation assists the Tennessee Economic Council on Women in studying the economic needs of women in Tennessee and in developing constructive, cost-effective programs of service and education to meet those needs. It works to promote public understanding and support for these programs and to stimulate volunteer participation.

Purposes: The purposes for which the Foundation is organized are:

- A.** As authorized in the enabling legislation of the Tennessee Economic Council on Women, the Foundation carries out the public purpose as a 501 (c) (3) organization to make distributions to or on behalf of the Tennessee Economic Council on Women.
- B.** To promote and provide health, welfare and character building services, without regard to race, color or creed, to the women of Tennessee.
- C.** To assist the Tennessee Economic Council on Women (i) to study the health, welfare, character building and economic needs of the women of Tennessee, and (ii) to develop constructive and cost-effective programs of serve and education to meet those needs.
- D.** To promote public understanding and support for these programs, and to stimulate voluntary participation.
- E.** To secure adequate funds for the support of these programs and to provide for their distribution to the Tennessee Economic Council on Women;

14. Provide a list of current foundation board members and describe how foundation and foundation board membership relates to council membership.

A) **Foundation Members** listed alphabetically

Rep. Karen Camper, Nashville, TN
Deborah Clubb, Memphis Tennessee
Susan Huggins, Nashville, Tennessee
Patricia Pierce, Harriman, Tennessee
Dr. Phyllis Qualls Brooks, Nashville, Tennessee
Wendy Pitts Reeves, Maryville, Tennessee
Rep. Jeanne Richardson, Memphis, Tennessee
Alma Sanford, Nashville, Tennessee
Dr. Janet Smith, Columbia TN
Rep. Janis Sontany, Nashville, Tennessee
Yvonne Wood, Nashville, Tennessee

- B) **Management:** The management and administration of the affairs of the Foundation shall be by a Board of Directors consisting of:
- A. A chair, Vice-Chair, Secretary, Immediate Past Chair and the three (3) representatives of the respective Grand Divisions of Tennessee, who shall be the same individuals serving in such positions on the Tennessee Economic Council on Women;
 - B. The person serving as Executive Director of the Tennessee Economic Council on Women;
 - C. Two members of the Tennessee Legislature selected by the Officers of the Tennessee Economic Council on Women, one of whom shall be a member of the Tennessee Economic Council on Women; and
 - D. Five (5) other members selected by the Officers of the Tennessee Economic Council on Women among individuals residing across the State of Tennessee.

15. What ties exist, if any, between the funding and activities of the foundation and the funding and activities of the council?

The Foundation is the support arm of the Council. The organization's By-Laws, allows for the solicitation of funds on behalf of programs of the Council. These programs, which extend beyond the budget of the Council, study the health, welfare, character building and economic needs of women of Tennessee and develop constructive and cost-effective programs of service and education to meet those needs.

16. Describe any items related to the council that require legislative attention and your proposed legislative changes.

The Council has no proposed legislative changes.

17. Should the council be continued? To what extent and in what ways would the absence of the council endanger the public health, safety or welfare?

The Tennessee Economic Council should be continued. It should be continued for many years to come so that it can provide economic information and programs for the people of Tennessee that focuses on women, children and families. The TECW is the premier agency that provides information about women in Tennessee.

The research is unsurpassed; filled with statistical information that provides factual data about the state of women in Tennessee from various vantage points, such as education, wages, health care, economic status, women-owned businesses and other significant areas. There are no other agencies or groups who have the unique purpose and focus on specific research for women in Tennessee.

The annual summits offer premiere educational opportunities for attendees to learn about the economy from various vantage points so that the quality of life can be improved for all.

Public Health

The study produced by the Council in 2008, *The Economic Impact of Insufficient Preventative HealthCare for Tennessee Women*, was a significant research document that focused on familiarizing Tennessee women with existent preventative medicine programs so that they may fully know and understand those that are free or discounted. Emphasis placed on those programs that target smoking cessation, diabetes, heart health, cancer and prescription and other drug abuse. This study, identified problems, consulted experts and made recommendations for possible and plausible solutions for the women of Tennessee to have better health care for themselves and their families.

Safety

Crimes against women are taking place at an alarming rate. In Tennessee statistics indicate that this state ranks fifth (5th) in the nation in crimes where men kill women. In 2005, the Economic Council estimated domestic violence crimes were costing the State of Tennessee in excess of \$170,000,000.00 annually. It is estimated the cost has risen since that time. This study brought to light the economic effect of domestic violence on women, children, families and the citizens of Tennessee as a whole. The first of its kind study done by a women's research organization in the country, this research brought enormous awareness publicity to this issue routinely dismissed or ignored.

Welfare

Studies conducted by the council on "The Impact of Women's Political Participation" (2007), "Women's Wages & Earnings" (2009), "The Impact of Women Owned Businesses" (2010) and the ELIOS Report (2011) are all studies that reveal reliable information about the status of Women's welfare in the State of Tennessee and ways to improve it. The general welfare of women translates into the general welfare of children, families and society as a whole.

The Tennessee Economic Council on Women, established in 1998 by the Tennessee General Assembly should be continued. The organization celebrates its 15th year anniversary in 2013. It is one of the few state agencies in the country that provides significant economic data on women's issues specifically, that benefit all of humankind. The information provided through the lens of women's economic factors changes lives for the better.

Changing a woman's economic status changes her family's economic status and those families, in turn, change Tennessee. The discussion is important because the change is inevitable.

In closing, The Tennessee Economic Council on Women should be continued and further enhanced, so that all of Tennessee can better benefit from the substantial research on economic issues that impact women.

18. Please list all council programs or activities that receive federal financial assistance and, therefore are required to comply with Title VI of the Civil Rights Act of 1964. Include the amount of federal funding received by program/activity.

[Federal financial assistance includes:

- (1) Grants and loans of Federal funds,
- (2) The grant or donation of Federal Property and interests in property,
- (3) The detail of Federal personnel,
- (4) The sale and lease of, and the permission to use (on other than a casual or transient basis), Federal property or any interest in such property without consideration or at a nominal consideration, or at a consideration which is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale or lease to the recipient, and
- (5) Any federal agreement, arrangement, or other contract which has as one of its purposes the provision of assistance.

28 C.F.R. Sec. 42.102(c)]

[The term recipient means any State, political subdivision of any State, or instrumentality of any State or political subdivision, any public or private agency, institution, or organization, or other entity, or any individual, in any State, to whom Federal financial assistance is extended, directly or through another recipient, for any program, including any successor, assign, or transferee thereof, but such term does not include any ultimate beneficiary under any such program.

28 C.F.R. Sec. 42.102(f)]

A) The Council does not receive any federal funds.

If the council does receive federal assistance, please answer questions 19 through 26. If the council does not receive federal assistance, proceed directly to question 25.

19. Does your council prepare a Title VI plan? If yes, please provide a copy of the most recent plan.

20. Does your council have a Title VI coordinator? If yes, please provide the Title VI coordinator's name and phone number and a brief description of his/her duties. If not, provide the name and phone number of the person responsible for dealing with Title VI issues.

- 21. To which state or federal agency (if any) does your council report concerning Title VI? Please describe the information your council submits to the state or federal government and/or provide a copy of the most recent report submitted.**
- 22. Describe your council's actions to ensure that council staff and clients/program participants understand the requirements of Title VI.**
- 23. Describe your council's actions to ensure it is meeting Title VI requirements. Specifically, describe any council monitoring or tracking activities related to Title VI, and how frequently these activities occur.**
- 24. Please describe the council's procedures for handling Title VI complaints. Has your council received any Title VI-related complaints during the past two years? If yes, please describe each complaint, how each complaint was investigated, and how each complaint was resolved (or, if not yet resolved, the complaint's current status).**
- 25. Please provide a breakdown of current council staff by title, ethnicity, and gender.**

The following are the current Council staff:

Dr. Phyllis Qualls-Brooks, Executive Director, African- American, Female

William Arth, Senior Research Manger, Caucasian, Male

Tracey Roberts, Administrative Assistant, Caucasian, Female

- 26. Please list all council contracts, detailing each contractor, the services provided, the amount of the contract, and the ethnicity of the contractor/business owner.**

A) The Council has a contract with the Printing & Media Services, which is a Tennessee State Agency. The agency is providing the written program for the 2012 Summit for Women. The estimate cost will be approximately \$2500.00. The State of TN Publications staff is multicultural with a Caucasian female Director.

Attachment 1



2012 Council Directory

312 Rosa L. Parks Avenue
17th Floor, William Snodgrass Tower
Nashville, TN 37243
Phone: 615-253-4266
Fax: 615-253-4263
Website: www.tennesseewomen.org

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According to the latest U.S. Census data, women make up more than 51 percent of Tennessee's population. It's a matter of simple math and complicated growth strategy: economic growth for Tennessee must include specific attention to women's economic issues to be sustained.

Mission

The Tennessee Economic Council on Woman is an economic advocate for women. It assesses Tennessee women's economic status and develops and advocates solutions to address women's economic needs to help them achieve economic autonomy, and to include but not limited to employment policies and practices, educational needs and opportunities, child care, property rights, health care, domestic relations and the effect of federal and state laws on women.

Vision

To address and improve the economic status of women in Tennessee.

Who We Are

The Tennessee Economic Council on women is a state agency with 21 appointed members and an Executive Director. The Governor appoints six (6) members. The Speakers of the House of Representatives and the Senate jointly appoint nine (9) representatives of the State's Development Districts. The Speaker of the Senate appoints two (2) Senators and the speaker of the House appoints two (2) Representatives. The Tennessee black caucus of state legislators and the legislative women's caucus make an appointment each.

What We Are About

The Council conducts research, holds hearings, develops recommendations and policy, educates the public and engages in activities for the benefit of women, It is authorized to request funds from the federal government and private sources. The Council consults with and reports to the Governor, the Women's Legislative Caucus, the General Assembly and the pertinent agencies, departments, boards, commissions and other entities of State and local governments on matters pertaining to women.

The One Hundredth General Assembly created the Tennessee Economic Council on Women TCA § 4-50-101, et seq.) to address the economic concerns and needs of women in Tennessee. These concerns and needs include, but are not limited to, employment policies and practices, educational needs and opportunities, child care, property rights, health care, domestic relations and the effect of federal and state laws on women.

Executive Committee



Yvonne Wood
Chair



Elliott Moore
Vice Chair



Dr. Dena Wise
East TN Development District



Dr. Janet Smith
Middle TN Development District



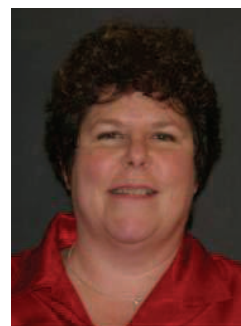
Rep. Karen Camper
West TN Development District



Kathleen Walker
Secretary



Margaret Jane Powers, J.D.
Treasurer



Dr. Carol Danehower
Immediate Past Chair

Council Members



Ann Ayers-Colvin
Administrator of Elections
Campbell County

129 Church Alley
Jacksboro, TN 37757

Phone: 423-562-9777

Email: annayers@campbellcountygov.com

**East Tennessee Development
District Representative**

Council Term:

09/01/2007-08/31/2013



Senator Mae Beavers
District 17

301 6th Avenue North
Suite 7 Legislative Plaza
Nashville, TN 37243

Phone: 615-741-2421

Email: sen.mae.beavers@capitol.tn.gov

Represents the Tennessee Senate

Council Term:

08/31/2011-08/31/2016



Carol Berz, L.C.S.W., Ph.D., J.D.
CEO of Private Dispute Resolution
Services, LLC

1000 Market Street
Chattanooga, TN 37402

Phone: 423-266-4050

Email: cbb4PDRS@aol.com

**Southeast Development District
Representative**

Economic Impact Committee, Chair

Council Term:

09/1/2007-08/31/2013



Representative Karen Camper
District 87

Owner Key II Entertainment

24 Legislative Plaza
Nashville, TN 37243

Phone: 615-741-1898

Email: Rep.camper@capitol.tn.gov

**Women's Legislative Caucus
Representative**

**Founder TN Female Veterans
Caucus**

Council Term:

08/31/2011-08/31/2016

Council Members



Dr. Carol Danehower
Associate Professor of Management
Fogelman College of Business &
Economics-University of Memphis

1925 Jackson Avenue
Memphis, TN 38107

Phone: 901-678-2751

Email: vdanehwr@memphis.edu

**Tennessee Board of Regents
Representative**

Council Term:
08/31/2010-08/31/2016



Shawn Francisco
Director of Finance
Weakly County

8319 Hwy. 22 Suite B
Dresden, TN 38225

Phone: 731-364-5429

Email: franciscos@k12tn.net

**Northwest Tennessee Development
District Representative**

Council Term:
08/31/2010-08/31/2016



Veronia Marable-Johnson
Meharry Medical College
1005 DB Todd Jr. Blvd.
Nashville, TN 37208

Phone: 615-327-6936

Email: vajohnson@mmc.edu

**At-Large Women's Group
Representative**

Council Term:
09/01/2009-08/31/2014



**Representative Sherry Jones
District 59**

26 Legislative Plaza
Nashville, TN 37243-0159

Phone: 615-741-2035

Email:
rep.sherry.jones@capitol.tn.gov

Tennessee House of Representatives

Council Term:
09/01/2010-08/31/2016

Council Members



Dr. Linda Manning
Assistant Professor, Dept. of Psychiatry
Vanderbilt Center For Integrative Health

3401 West End Ave. Suite 380
Nashville, TN 37283

Phone: 615-343-1554
Email: linda.g.manning@vanderbilt.edu

**Tennessee Association of
Independent Colleges and
Universities Representative**

Council Term:
12/20/2007-08/31/2012



Ruby Miller
574 Oak Ridge Turnpike
Oak Ridge, TN 37830

Phone: 865-483-5663
Email: ramvitec@bellsouth.net

**At-Large Women's Group
Representative**

Council Term:
08/31/2010-08/31/2016



Elliott Moore, M.S.S.W.
Vice President of Community &
Government Relations, Mountain
States Health Alliance

32 Sixth Street
Bristol, TN 37620

Phone: 423-764-1112
Email: mooreeg@msha.com

**First Tennessee District
Development Representative**

Council Term:
08/31/2008-08/31/2013



Jane Powers, J.D.
Owner, Powers Law Firm

79 North Main Street
Crossville, TN 38555

Phone: 931-484-3579
Email: mjp@margaretjanepowers.com

**Upper Cumberland Development
District Representative**

Council Term:
12/11/2009-08/31/2014

Council Members



Dr. Janet Smith
President
Columbia State Community College

1665 Hampshire Pike
Columbia, TN 38401

Phone: 931-540-2510
Email: Janet.Smith@columbiastate.edu

South Central District Representative

Council Term:
7/31/2012-8/31/2014



Representative Janis Sontany
District 53

301 6th Avenue North
23 Legislative Plaza
Nashville, TN 37243

Phone: 615-741-6861
Email: janis.sontany@comcast.net

Tennessee House of Representatives

Council Term:
08/31/2010-08/31/2016

Kristi Stanley
Owner
Caissa Public Strategy, LLC

119 South Main Street, Suite 600
Memphis, TN 38103

Phone: 901-522-1030
Email: kristi@caissaps.com

West TN Development District
Representative

Council Term:
07/10/2012-08/31/2016



Representative Johnnie Turner
District 85

302 6th Avenue North
38 Legislative Plaza
Nashville, TN 37243

Phone: 615-741-6954
Email: rep.johnnie.turner@capitol.tn.gov

Tennessee Legislative Black Caucus

Council Term:
01/01/2012-08/31/2018

Council Members



Kathleen Armour Walker
President / Owner
Tennessee Pewter Company

16030 U.S. Highway 64
Somerville, TN 38068

Phone: (901) 465-2609
Email: kathleenarmourwalker@gmail.com

**Southwest TN Development
District Representative**

Council Term:
08/31/2010-08/31/2016



Commissioner Susan Whitaker
Tennessee Department of Tourist
Development

312 Rosa L. Parks Avenue
Snodgrass Tower, 25th Floor
Nashville, TN 37243

Phone: 615-741-2159
Email: susan.whitaker@tn.gov

Governor's Cabinet Representative

Council Term: 8/31/2010-08/31/2016



Dr. Dena Wise
Professor: Extension Specialist
University of Tennessee

218 Morgan Hall
Knoxville, TN 37996

Phone: 865-974-8198
Email: dkwise@utk.edu

**Board of Trustees of University of
Tennessee Representative**

East TN Development District
Representative

Council Term: 10/30/2008-08/31/2014



Yvonne Wood, M.Ed.
Owner
Wood Consultants Conference &
Event Planning

405 Westland Drive
Lebanon, TN 37087

Phone: 615-969-2857
Email: ycwood@aol.com

**Greater Nashville Development
District Representative**

Chair, Boards & Commissions
Initiative

Council Term: 08/31/2010-08/31/2014

Council Members



Senator Ken Yager
District 12

Educator

302 6th Avenue North
3 Legislative Plaza
Nashville, TN 37243

Phone: 615-741-1449

Email: sen.ken.yager@capitol.tn.gov

Tennessee Senate Representative

Council Term:

09/01/2010-08/31/2016

Foundation Members



Deborah Clubb

Executive Director
Memphis Area Women's Council

2574 Sam Cooper Blvd.
Memphis, TN 38104

Phone: 901-378-3866

Email: dclubb@memphiswomen.org

Foundation Term:

07/01/2010-07/01/2011

07/01/2011-07/01/2012

07/01/2012-07/01/2013



Susan Allen Huggins

Executive Director & CEO

CABLE

2817 West End Ave.

Suite #202

Nashville, TN 37203

Phone: 615-347-7762

Email: CABLE_ed@nashvillecable.org

07/01/2012-07/01/2013



Pat Pierce

Retired Senior Director
Vanderbilt University

954 Caney Creek Road
Harriman, TN 38104

Phone: 615-390-7794

Email: ppierce954@comcast.net

Foundation Term:

07/01/2010-07/01/2011

07/01/2011-07/01/2012

07/01/2012-07/01/2013



Wendy Pitts-Reeves

Speaker, Consultant & Psychotherapist
Blount County Adult Education

307 High Street
Maryville, TN 37804

Phone: 865-681-2869

Email: wendypittsreeves@yahoo.com

Foundation Term:

07/01/2010-07/01/2011

07/01/2011-07/01/2012

07/01/2012-07/01/2013

Foundation Members



Representative Jeanne Richardson
District 89

Health & Human Services (Program Developer)

797 North Evergreen
Memphis, TN 38107

Phone: 615-741-2010

Email: rep.jeanne.richardson@capitol.tn.gov

Foundation Term:

07/01/2011-07/01/2012

07/01/2012-07/01/2013



Representative Janis Sontany
District 53

301 6th Avenue North
23 Legislative Plaza
Nashville, TN 37243

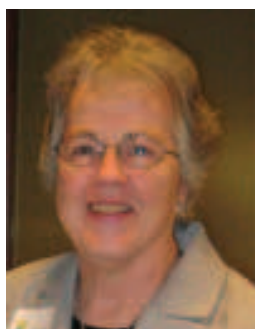
Phone: 615-741-6861

Email: janis.sontany@comcast.net

Foundation Term:

07/01/2011-07/01/2012

07/01/2012-07/01/2013



Alma Sanford, J.D.
Political Consultant

6317 Paddington Way
Antioch, TN 37013

Phone: 615-828-5470

Email: almasanford@comcast.net

Foundation Term:

07/01/2010-07/01/2011

07/01/2011-07/01/2012

07/01/2012-07/01/2013

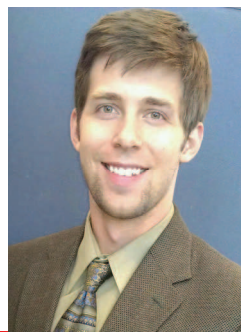
Staff



Dr. Phyllis Qualls-Brooks, Ed.D.
Executive Director

Phone: 615-253-4264

Email: phyllis.qualls-brooks@tn.gov



William (Bill) Arth, B.A.
Senior Research Manager

Phone: 615-253-6658

Email: William.arth@tn.gov



Tracey L. Roberts, A.A.S.
Administrative Assistant

Phone: 615-253-4267

Email: tracey.roberts@tn.gov

Research & Publications

1998-2000	First Biennial Report*
2000-2002	Second Biennial Report
2002-2004	Third Biennial Report
2002	Resource Directories , Individual TN Rural County
2002-2006	Domestic Violence: The Economic Impact of Domestic Violence
2004-2006	County Analyses: Status of Women in the Counties
2004-2006	Fourth Biennial Report
2005	Job Training: Report on the Status of Job Training for Women
2005	Pay Equity Report: The Gender Wage Gap
2007	Political Study: The Economic Impact of Women's Political Participation in TN
2006-2008	Fifth Biennial Report
2008	Preventive Healthcare: The Economic Impact of Insufficient Preventive Healthcare for TN Women
2009	Wages & Earnings: The Economic Impact of Wages & Earnings for TN Women
2008-2010	Sixth Biennial Report
2010	Women-Owned Business: The Economic Impact of Women-Owned Business
2011	ELIOS Project: Indicator of Social & Economic Well Being for TN Women

***Biennial Report:**

This report is a summary of activities and achievements organized around the Council's primary activities during the specified two year period. Also included in the reports are summaries of Council initiatives including information on the experts from various industries together with women in Tennessee communities who made presentations on education, networking and mentoring opportunities.

***ELIOS Project:**

Equity Literacy Independence Opportunity Stability

Conference & Training

- 2004 **Conference:** Economic Summit for Women: Nashville, TN
 “Changing the Present- impacting the Future”
- 2005 **Conference:** Women Business Owners Opportunities Memphis, TN
- 2005 **Forum:** A Public Hearing: Johnson City, TN
 “Economic Impact of Domestic Violence”
- 2005 **Conference:** Economic Summit for Women: Nashville, TN
 “Women’s Experience, Women’s Vision, Overcoming the Challenges”
- 2005 **Forum:** Women’s Leadership, Nashville, TN
 *“Women’s Bureau Striving to Help Women Attain Better Jobs,
 Better Earnings, Better Lives”*
- 2006 **Mini Summit :** Chattanooga, TN
 “Women Moving Forward”
- 2006 **Training:** Campaign School: When Women Run ... Women Win
- 2006 **Conference:** Women Business Owners Opportunities, Memphis, TN
 “Building for Success” “Invest in Your Business...Invest in Yourself”
- 2006 **Conference:** Economic Summit for Women: Nashville, TN
 “Leading, Learning, Connecting”
- 2007 **Conference:** East Development District Summit: Maryville, TN
- 2007 **Training:** Diversity Market Place: Nashville, TN
- 2007 **Listening Tour:** Greater Nashville Advisory Council
- 2007 **Training:** Transportation Project: Memphis Area Advisory Council
- 2007 **Mini Summit:**
 Cleveland, TN *“Lead, Follow, or Get Out of the Way”*
- 2007 **Conference:** Economic Summit for Women: *“Issues, Initiatives, Actions”*
 Nashville, TN
- 2008 **Mini Summit:**
 Dayton, TN *“Issues, Initiatives, Action”*

Conference & Training

- 2008 **Conference:** *Women's Business Forum:* Chattanooga, TN
- 2008 **Conference:** *First District Regional Summit:* Kingsport, TN
- 2008 **Conference:** East Tennessee Regional Summit, Maryville, TN
- 2008 **Conference:** Women Business Owners Opportunities Conference,
"Learning, Linking and Leading", Memphis, TN
- 2008 **Conference:** Economic Summit for Women: *"Connect, Collaborate,
Celebrate"*, Nashville, TN
- 2008 **Workshop:** Legislative Workshop: *"Everyday Politics for
Everyday Women"*, Nashville, TN
- 2009 **Conference:** East TN Regional Summit: Maryville, TN
- 2009 **Conference:** Tri-Cities Regional Business Summit: Kingsport, TN
- 2009 **Training:** Women's Business & Finance Day: Nashville, TN
- 2009 **Conference:** Economic Summit for Women: Nashville, TN
"Motivate, Appreciate and Elevate"
- 2009 **Workshop:** Legislative Workshop: Nashville, TN
"Women's Political Legacy-Passing it Forward"
- 2010 **Training:** *"Run Women Run"*, Memphis, TN
- 2010 **Conference:** Economic Summit for Women: Nashville, TN
"Interaction, Engagement, Results"
- 2010 **Conference:** East TN Regional Summit, Maryville, TN
- 2010 **Recognition:** Economic Council on Women 1st "Hall of Fame", Nashville, TN
"Advancing Women Strengthens the Family"
- 2011 **Recognition:** Economic Council on Women 2nd "Hall of Fame",
Nashville, TN
- 2011 **Conference:** Economic Summit for Women: Nashville, TN

Past Council Chairs

- 1998 The Council of 21 members were appointed by the Governor, The Speaker of the House & Senate, the Black Legislative & Women's Legislative Caucus's.
- 1998 The first appointed Council members meet and elect of officers.
- 1999-2001 Ronnie Steinberg, Ph.D
Professor of Sociology, Vanderbilt University, Nashville, TN
- 2001-2003 Yvonne Wood, M.Ed.
Wood Consultants & Event Planning, Lebanon, TN
- 2003-2005 Brenda Speer, B.S., CFP, ChFC
Partner, Professional Benefit Solutions
- 2005-2007 Margaret Jane Powers, J.D.
Founder, Powers Law Firm, Crossville, TN
- 2007-2009 Carol Berz, L.C.S.W., Ph.D., J.D, BCD.
Mediator & Owner Private Dispute Resolution Services, Chattanooga, TN
- 2009-2010 Representative Janis Sontany
State Representative, TN General Assembly, District 53
- 2011 Dr. Carol Danehower
Associate Professor of Management in the Fogelman College of Business and Economics at The University of Memphis

Past Council Directors

- 1999-2003 Barbara Devaney
- 2003-2005 Michelle Chambers
- 2005-2011 Jennifer Rawls

Social Media



Like TECW on Facebook:
www.facebook.com/TNECW



Follow TECW on Twitter:
@TECW

Attachment 2



PLAN TO HEAR OUR INCREDIBLE SPEAKERS!
CHART THE COURSE TO ECONOMIC EQUALITY WITH US!



LAUREL
BELLOWS



LILLY
LEDBETTER



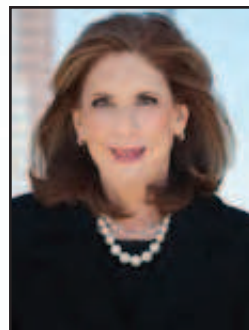
DEB
SOFIELD



LYNN
YEAKEL



BEVERLY
WATTS



ROBERTA
LIEBENBERG



PAT
PIERCE



KAREN
CAMPER



JEANNE
RICHARDSON



DENA
WISE



PHYLLIS
QUALLS-BROOKS



SARAH
MEYERROSE



SUSAN
HUGGINS



BETH
CURLEY



PAT
SHEA

ECONOMIC SUMMIT
PRESENTING PARTNER



BUSINESS & CORPORATE SPONSORS

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UNIVERSITY OF TENNESSEE, INSTITUTE FOR
PUBLIC SERVICE

MEDIA PARTNERS

THE CITY PAPER, NASHVILLE POST,
NASHVILLE BUSINESS JOURNAL,
THE TENNESSEE TRIBUNE



CHARTING THE COURSE
TO ECONOMIC EQUALITY



LAUREL
BELLOWS
ABA President



LILLY
LEDBETTER
Author & Advocate



DEB
SOFIELD
Executive Speech Coach

OCTOBER 22, 2012
NASHVILLE AIRPORT MARRIOTT



SUNDAY, OCTOBER 21

Be sure to join us Sunday, from 5:30-7:00 p.m. at the Nashville Airport Marriott, Nashville Ballroom where you will meet all the Summit speakers, members of the Tennessee Economic Council on Women and Foundation, and members of Tennessee women’s organizations, women business owners, women leaders, cabinet members, government and elected officials. There will be refreshments, entertainment and fun for everyone. To make reservations, call (615) 253-4266.

MONDAY, OCTOBER 22

- “Smart Negotiating for Women”.....Laurel Bellows
- “Grace & Grit, What the Fair Pay Act Means to Women”..... Lilly Ledbetter
- “15 Rules for the Road-a Public Speaking Primer
for Today’s Leading Woman”.....Deb Sofield
- “Women with 2020 Vision-Making A Difference”Lynn Yeakel, Anne Loy,
Alma Sanford & Sarah Meyerrose

2012 Women’s Economic Foundation Scholarships

Presentations of the “E” Awards

- “The Economic Impact of Domestic Violence” Pat Shea & Beth Curley
- “Diversity & Inclusion”..... Beverly Watts & Susan Huggins
- “Managing Life With Debt, Children,
Senior Parents and Your Business” Tammy Flanagan
- “Economic Solutions, Turning Personal Resources into Cash”.....Dena Wise
- “2012 Legislation & Policies Affecting Women” Reps. Karen Camper & Jeanne Richardson
- “Where Do Women Stand Today?” Roberta Liebenberg
- Tennessee County-By-County Report Phyllis Qualls-Brooks

ECONOMIC SUMMIT FOR WOMEN

Early Registration ends October 12, 2012. Please return registration form by October 17.

Name: _____ Title: _____

Agency _____ Phone: _____ E-Mail: _____

Address: _____ City: _____ State: _____ Zip: _____

Enclose check payable to Women’s Economic Council | Yvonne Wood, *Summit Director*
Foundation or Credit Card Information (see below) to: 405 Westland Drive, Lebanon, TN 37087.

REGISTRATION OPTIONS	RATES BEFORE OCTOBER 12	RATES AFTER OCTOBER 12	TOTAL COST
REGISTRATION: Includes full Summit Program, Breakfast, Lunch, Two breaks. This is the best value.	\$125.00	\$135.00	
Registration for Students , lunch included. (ID Will Be Required at Registration.)	\$50.00	\$55.00	
Registration for Lunch Only	\$65.00	\$65.00	
Corporate/Organization Exhibitor (with meals \$350.00)	\$300.00	\$300.00	
Reserved Table at Luncheon Special Corporate/Organization Rates for Table of 10 Luncheon (Buying a Table for 10 before the Early Bird Cut-off saves \$50.00)	\$600.00	\$650.00	
CIRCLE the Credit Card you are using. We only accept: Mastercard or VISA Card # _____ Exp. Date: _____ IMPORTANT: Must Have the Address of Credit Card Holder: _____ _____ Signature _____ Cancellation Fee is \$30.00. No refunds will be made after September 30, 2012			
Accommodations: Make hotel reservations directly with Nashville Airport Marriott. Ask for the special Women’s Economic Council Foundation rate of \$107.00 plus tax. Cutoff for making reservations at the hotel is October 5, 2012. If you need assistance , you may contact: Yvonne Wood at ycwood@aol.com , 615-444-9663 or 615-969-2857, or Katie Radel at Katie@KatieDidevents.com , 615-830-5404, or Phyllis Qualls-Brooks, Phyllis.qualls-brooks@tn.gov , 615-253-4266.			

Attachment 3

Tennessee Economic Council on Women Partnerships

The Council is committed to building partnerships with other governmental agencies, including local, state and federal, as well as businesses and other organizations in order to educate women and girls about economic issues, initiatives and methods of improving their economic autonomy. It is also important to ensure that the TECW is not duplicating work already being done by other agencies, but to collaborate with other agencies and share resources.

Listed below is a representation of those groups from all across the state with whom the Council has worked during the past two years.

Government Agencies

Governor's Office of Diversity Business Enterprise
Tennessee Department of Economic and Community Development
Business Enterprise Resource Office
Tennessee Department of Commerce and Insurance
Tennessee Department of Education
Tennessee Department of Environment and Conservation
Tennessee Department of General Services
Tennessee Department of Health
Tennessee Department of Human Resources
Tennessee Human Rights Commission
Tennessee Department of Labor and Workforce Development
Tennessee Office of the First Lady
Tennessee Small Business Development Centers
Tennessee Department of State
Tennessee Department of Tourist Development
Tennessee Valley Authority
US Department of Labor – Women's Bureau
USDA Rural and Community Development
US Small Business Administration

Business Community

Afr-Agenda Literary Management and Publishing
AllState
Ann Ellington Jewelry
BeCe Enterprises, Inc.
Beijo Bags
Big Mean Kitty
Blount Memorial Wellness Center
Blount Today
Business Journal of Tri-Cities Tennessee/Virginia
Campus Cargo/ The Steamer Trunk

Carol J. LaRue Investments
Ceresse D Jewelry
Chumley Communications
The City Paper
Cindy David Jewelry
Clement and Associates
Community Bank & Trust of Cheatham County
Cookie Lee Jewelry
Cove Mountain Counseling
Cracker Barrel Old Country Store
The Creative Trust
Dell
Deloitte
DENSO
Direct Link, Inc.
Divine Café & Catering
Eastman Chemical Company
Ebon Quilts
Education Networks of America
Elixer Group
The Entrepreneur's Source
FedEx Corporation
The Ferrell-McDaniel Company
Financial Advantage, Inc.
Finer Things for Her
First Tennessee Bank
Flowers and Such
Foursquare Consulting Group, LLC
Ganick Communications
GDCCD
Geiger Innovative Marketing
GiGi Bags
Gilbert Advanced Asset Management
Glenda Copeland & Associates, Inc.
Green Frog Coffee Company
H+M Company
Haven House
Health Spectrum Worksite Solutions
Hedstrom Design, LLC
Hill Financial Services
I See Beauty for You
Impact Associates
The InnerResource Center
International Paper Company
Jump, Inc.
Jump in the Box.com

Jyl Walker Jewelry Designs
Knoxville TVA Employees Credit Union
KS Tax & Accounting Inc.
LCHAM Company
LEARN Consulting
LeBlanc Financial Group
Legal Aid of East Tennessee
LeScot Enterprises, Inc.
LulaRuth Online Boutique
MapSync
Mary Kay Independent Consultants
Master Plan Security Services LLC
Memphis Business Journal
MEPR
Methodist LeBonheur Healthcare
MetLife
Miller & Martin PLLC
Morgan Keegan
Mountain States Health Alliance
Nashville Business Journal
Nashville Electric Service
NetGain Corporation
The New Tennessee Woman
News Channel 5
News Channel 11
Pathways With Purpose and Conscious Corporate Concepts
Pinnacle Bank
The Powers Law Firm
Private Dispute Resolution Services, LLC
Pugh & Company, PC
Regency Consulting Group
Rivers Advertising
RJS Leadership Coaching
Simms
Smith, Harris & Carr
SRW Associates
Staffing Solutions
Socle' Medical Spa
Southeast Community Capital
St. Thomas Health Services
Susan Limor, Attorney at Law
Sterling Graphics
SunTrust Bank
TradeBank of Knoxville
Vision3 Interactive Media
Voice Magazine for Women

Waller Lansden Dortch and Davis, PLLC
WATE.com
Wells Fargo Advisors
West Tennessee Healthcare
Wood Conference and Event Planning
WUOT

Organizations

Alpha Kappa Alpha Sorority, Inc. (Two area chapters in Nashville)
AAUW (American Association of University Women)
Athena International
Business & Professional Women/USA
CABLE Nashville
Chi Chapter of Gamma Phi Delta Sorority, Inc.
Child and Family Tennessee
Chiropractic Association in Jackson
Coalition of 100 Black Women
Davidson County Democratic Women
Delta Sigma Theta Sorority, Inc. (Two Nashville Area Chapters)
East Tennessee Lawyer's Association for Women
Girl Scouts of Middle Tennessee
Governor's Books from Birth Foundation
Jackson Area Chamber of Commerce
Jackson Convention & Visitor's Bureau
Kingsport Office of Small Business Enterprise
Knoxville Area Urban League
Lawyer's Association for Women
Leadership Middle Tennessee
League of Women Voters of Tennessee
Margaret Cunningham Women's Center at Vanderbilt
Memphis Area Women's Council
Memphis Convention & Visitors Bureau
Memphis Women's Political Caucus
MLK Celebration Blount County
Nashville Women's Political Caucus
National Association of Women Business Owners
National Association of Women in Construction
National Organization for Women, Tennessee
Planned Parenthood
Regional Entrepreneur and Economic Development (REED) Center
Safe Haven Crisis & Recovery Center for Sexual Assault
Tennessee Coalition Against Sexual and Domestic Violence
Tennessee Equality Project

Tennessee Federation of Business & Professional Women
Tennessee Housing Development Agency
Tennessee Primary Care Association
Tennessee Women's Forum
Tennessee Women's Political Caucus
The Links, Incorporated (Nashville Four Area Chapters)
United Way of Blount County
WestStar
Women in Higher Education
Women In Numbers
Women's Economic Council Foundation, Inc.
Women's Foundation of Greater Memphis
YWCA of Nashville
Colleges and Universities
Belmont University
Bethel University
Center for Calling and Career at Maryville College
Center for Strong Communities at Maryville College
Howard H. Baker, Jr. Center for Public Policy at the University of Tennessee
Maryville College
Middle Tennessee State University
Milligan College
Northeast State Technical Community College
Rhodes College
Tennessee State University
University of Memphis Center for Research on Women
University of Memphis – Jackson
University of Memphis Alumna
University of Tennessee
University of Tennessee - Martin
University of Tennessee Center on Disabilities
University of Tennessee Extension Services
University of Tennessee at Kingsport Center for Higher Education
University of Tennessee Institute for Public Service
Vanderbilt University
Vanderbilt University School of Law